

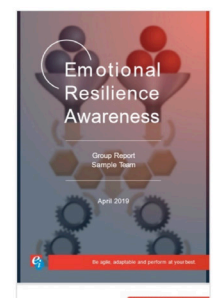
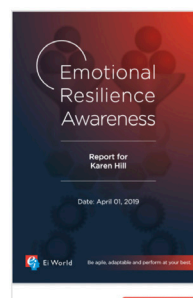
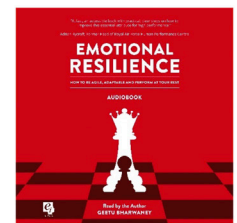
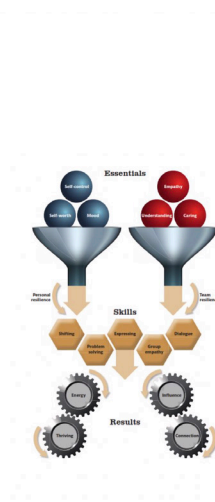
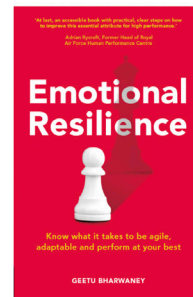
# BRINGING EMOTIONAL RESILIENCE AWARENESS IN-HOUSE

Accreditation in the ERA Survey for Consultants, Coaches & Change Agents



Emotional resilience is the ability to adapt to stressful situations or crises. Resilient people are able to respond to changes and adversities with less difficulties. People with less emotional resilience, on the other hand, have a harder time dealing with and coping with stress and life demands. In a world that is rapidly and radically changing at the fastest of rates, emotional resilience is paramount, and teaching and training leaders and teams in emotional resilience and emotional intelligence is at the core of what we do here at Ei World.

Developed by Dr Geetu Bharwaney, Author of "Emotional Resilience: Know what it takes to be agile, adaptable and perform at your best" (Pearson, 2015), this accreditation program in the Emotional Resilience Awareness (ERA) Survey is designed to enhance the self-awareness of specific groups, including their collective awareness of how they are functioning in a work setting.



## WHY EMOTIONAL RESILIENCE IS IMPORTANT

- The ERA Survey and Report is designed to increase self-awareness for increased personal and team performance.
- Continuously choose those feelings, thoughts and actions that help you and others achieve results and perform at your best.
- We consider Emotional Resilience as a foundational competency for a professional/individual at work, once a person understands who they are and how they are, they can do their work effectively and demonstrate appropriate behaviours.
- This is an 'Inside-Out' approach to development.

## LEARNING AIMS

This programme enables Consultants, Coaches and Change Agents to support colleagues to fully understand the Emotional Resilience model, and accompanying tools and interventions, in order to:

- Support development of individual leaders.
- Understand the group dynamics at play in your organisation.
- Plan appropriate interventions to increase the resilience of your organisation's people and ultimately meet your organisation's performance goals.

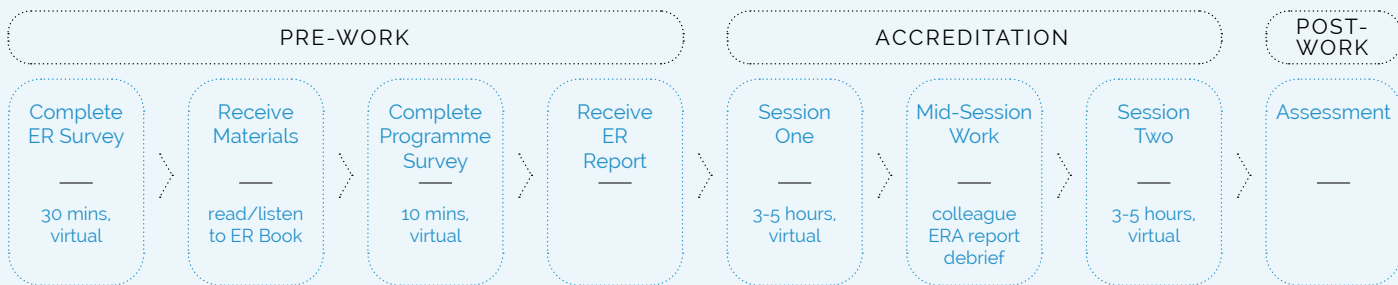
Learners will be equipped in the underpinning knowledge of the Emotional Resilience Framework and accompanying survey, report and book, to be confident in interpreting both self-assessment and group results.

## LEARNING OUTCOMES

You will be able to:

- Explain the practical relevance of the concept of 'Emotional Resilience', drawing on the underpinning research and practical theory.
- Use the Emotional Resilience Awareness Survey as a starting point for building self-awareness.
- Evaluate individual's Emotional Resilience on the Essentials, Skills and Results.
- Identify tools and strategies to improve an individual's Emotional Resilience.
- Identify the likely reactions of individuals to their survey results.
- Understand how to facilitate a group debrief of the results for a cohort.
- Create a team action plan to get results.

## LEARNING JOURNEY



## HOW THIS PROGRAM IS DISTINCTIVE

- 1** This program is directly facilitated by Dr Geetu Bharwaney, the author of both the Emotional Resilience Awareness Survey and the book "Emotional Resilience" (Pearson, 2015).
- 2** You will hear directly about the background to the survey, the underpinning qualitative research that resulted in the Emotional Resilience framework and how the framework has been used to help individuals to build self-awareness.
- 3** Ei World has a track record of using the ERA Survey to deliver results-oriented coaching interventions as well as leadership assessments with intelligent data analysis. We also provide group coaching programs incorporating the ERA survey (please enquire).
- 4** We have been equipping professionals through our accreditation programs since 2011.

## BENEFITS

The ERA Survey helps individuals to build the self-awareness of their everyday functioning, so they can function at their best.

Through the ERA Survey your leaders progress, perform better, and start to increasingly focus on adjustments they can make in their everyday work life to be more effective.

By deploying a methodology that gets at the heart of everyday functioning, you generate a meaningful dialogue about what really happens.



## WHO WE ARE

At Ei World, our Vision is change.

Our Mission is to bring balance, harmony and synergy to all.

We are creating and supporting well-functioning and emotionally resilient teams and leaders worldwide.

These are anxious and worrying times for everyone, but together we have a unique opportunity to make a positive and affirmative change for the future.

Changing the world, one leader at a time and changing each of our lives for the better.



**Ei World**

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